



## DOT Employee Newsletter August 2001

**From Donna R. McLean,  
Assistant Secretary for Budget  
and Programs**

*To carry out a key element of the President's government-wide management plan, OMB has requested that all agencies make progress toward performance-based budgeting for FY 2003. As an example of performance-based budgeting, a mode may request \$62 million for a program, and also the specific performance associated with that amount.*

*In deciding whether or not \$62 million is the right amount, the Department and OMB will examine the impact on performance of differing amounts – for example, will \$55 million for the program result in substantially the same performance; or will \$65 million yield substantially more performance than \$62 million?*

*In deciding budget amounts based on how performance is affected, we must not lose our focus on long-term outcomes. It is easier to analyze budgets as above on the basis of modal outputs, but to keep focused on outcomes; we must obtain an increasingly better understanding of how DOT programs affect long-term outcomes through program evaluation efforts.*

### **SES Soars**

Soars is the acronym for the **Senior Opportunity And Resume System**. This new OPM system is designed to provide an opportunity for SES members and CDP Grads to post resumes and to view opportunities posted by agencies. OPM hopes the system will foster voluntary SES mobility, give executives easy access to career opportunities and help agencies fill their top SES vacancies with seasoned Senior Executives.

SES Members and CDP Grads are invited to register as a Member, post their resume, and review all current postings at <http://sesmobility.opm.gov>

### **New and Improved DOTnet**

DOTnet is the website for DOT employees. Not only does it have a new look, but also now you can make choices about what appears on your DOTnet homepage and join communities where groups of employees can collaborate and communicate online. You can see lots of information on DOTnet without being a registered user, but to get the full value, you must be registered. Visit the site at <http://dotnet.dot.gov> or contact Crystal Bush for any questions on 202-366-9713.

### **Supervisors in the Federal Government**

OPM conducted a study to assess the status of current efforts in Federal agencies to identify, select, develop, and evaluate first-level supervisors. They we found that:

- 1) Most agencies still do not identify employees with supervisory potential and develop them for future leadership positions;
- 2) Supervisors believe that leadership development is given a low priority; and,
- 3) Supervisors take issue with the way their performance is evaluated. They feel that the ability to get work done through people should be given more weight.

OPM feels this study should serve as a wake-up call for agencies to make the selection and development of first-level supervisors a top human resource management priority.



**One of the advantages of being disorderly is that one is constantly making exciting discoveries.**

A.A. Milne

**Please notify the center in advance if you need special accommodations for the programs below.**



### **Career Connections Workshops**

Assertiveness Techniques -- 8/2  
Creative KSA's -- 8/10  
Looking for a Job in the Private Sector -- 8/15  
Introduction to the Myers-Briggs Type Indicator -- 8/17  
Overview of Retirement Planning - 8/21  
Project Management -- 8/22  
The Individual Development Plan -- 8/31  
Workshops will be held in PL-402. Space is limited. Call x69392 [TTY 67630] for the times and to register.



### **Worklife Programs**

[Call x66389 or TTY 67630]

- New Mom Discussion Group -- 8/8, PL-402, 12-1
- Elder Care Discussion Group -- 8/14 and 8/28, PL-402, 12-1
- Planning for College -- 8/23, PL-402, 12-1
- Back to School Resource Fair -- 8/23, Nassif Plaza, 11:30-1:30

### **Security Alert: Identify Theft**

Recently a number of FAA employees were victims of identity theft; i.e., someone obtains identifying information about a person, such as the individual's name, date of birth, Social Security number, and/or address, and uses the information to fraudulently obtain credit cards, drivers' licenses, passports, or other items of value in the victim's name.

If you believe that you might have been a victim of this kind of activity, please immediately file a report with your local police department or the police where the identity theft took place.

Suspicious personal or corporate credit card charges, bills in your name for credit cards you do not have, or bills for merchandise or services you did not order and did not receive could indicate possible misuse of your identity. Based upon the current investigation at FAA, the Office of Inspector General (OIG) also requests you contact them. The OIG will review such reports to determine whether any misuse might have originated from DOT sources.

You may contact the OIG at 1-800-424-9071, 202-366-1461. The OIG E-mail address is [hotline@oig.dot.gov](mailto:hotline@oig.dot.gov) and the Fax is 202-366-7749.

If you have any questions concerning this Security Alert, please contact the OST Office of Security and Administrative Management at 202-366-4676.

### **Signs of Depression**

At a recent Fitness Center presentation, Dr. Andre Leyva listed the following symptoms of depression using the acronym **SIGECAPSS**:

**S**leeping problems  
**I**nterest in life declining  
**G**uilt or worthlessness  
**E**nergy loss  
**C**oncentration dysfunction  
**A**ppetite change  
**P**sycomotor agitation  
**S**uicidal thoughts  
**S**exual energy loss

If you are experiencing five or more of these symptoms, Dr. Leyva recommended that you consult with your physician. He also recommended exercise and laughter/humor as powerful antidotes to depression.

### **E Pluribus Unum**

#### The Right Focus:

- ✓ "The ties that bind."
- ✓ "The differences that distinguish."

#### The Wrong Focus:

- ✓ "The ties that blind."
- ✓ "The differences that dominate."

***DOT Link*** Newsletter  
Published monthly by  
TASC Human Resource Services  
Room 2225 Nassif Building  
Phone 202-366-9449  
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<http://www.tasc.dot.gov/hrm>  
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